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# Centers for Workforce Excellence

Presented by Amber Miller



OKLAHOMA



**Overview**

**Centers for Workforce Excellence**



# Overview of Centers for Workforce Excellence

## Center for Workforce Excellence

- Central conveners
- Primary access point
- Navigation system
- Industry-driven
- Workforce analysis
- Solutions advocates

11 Certified Centers for Workforce Excellence

[OklahomaWorksTogether.gov](https://OklahomaWorksTogether.gov)



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# Impacts of CWEs



# Ada's Center for Workforce Excellence

Economic growth in the region has been limited because of no formalized career pathways. This has led to grassroots efforts to connect people to workforce development programs and jobs in the county. We do this through:

## BR&E Program

- 95% of local export companies were visited in 2022, with a Talent Demand Report outlining the survey findings and key recommendations

## D.E.P.T.H. Action Teams

- Two separate groups made up of 15 individuals committed to addressing workforce issues in Ada and expanding rural innovation efforts

## Manufacturer's Roundtable Meetings

- Invites local manufacturers to discuss workforce issues, company goals, and additional technical assistance needs

**State-level support could help in filling the missing link between employers and talent.**



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# Aerospace and Cybersecurity Center for Workforce Excellence – Tulsa Community College

## **Cyber Skills Center (24 week bootcamps)**

- 40 students in inaugural cohorts of Cybersecurity and Data Analytics bootcamps (funded by grant from GKFF)
- Goal is to train over 200 students in these two bootcamps over the next 3 years. Had over 300 applicants for 40 seats due to limited scholarship funding. Could allow more in if additional funding were available to make free to participants.

## **Secure Information Systems Certificate Program (16 week program)**

- Anticipate 15 students to begin January 17<sup>th</sup>, 2023.
- Goal is to have 30 students complete in 2023. Funding is from federal financial aid or private grant dollars, depending on eligibility.



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# Aerospace and Cybersecurity Center for Workforce Excellence – Rose State College

## Cybersecurity Initiatives

- Planned courses deliver entry to journeymen level instruction that support Tinker AFB cyber workforce requirements for federal employees, active-duty, and supporting Defense Industrial Base employees; Planned enrollment expected to support 20-30 students per month once stated gaps are addressed
- Gaps: FT/PT Staffing, Facility Upgrades, IT Equipment, Professional Curriculum, Professional Membership Fees, Application Software, Licensing Fees, and Tools. Unfunded requirements estimated \$250K.

## Aerospace Initiatives

- Pilot license certification training and aviation maintenance & manufacturing courses supporting Tinker AFB employees, activities, and members of our surrounding community; Expected to enroll 20-30 students monthly.
- Gaps: FT/PT Staffing, IT Equipment, Facility Upgrades, Private Pilot Certificate Training Program, Aero Manufacturing Equipment, sUAS/Drone Equipment and Applications. Unfunded requirements estimated \$250K.

## K-12 STEM Initiatives

- 2023 Kid's College expected enrollment: 2,100 students from OKC metro. Unable to recruit FT staffing for Aviation Programs and AFA initiatives due to budget; each PT staffer expected to meet STEM demands for up to two dozen students monthly.
- Gaps: FT/PT Staffing for Kid's College, CyberPatriot (AFA), StellarExplorers (AFA), Aviation Curriculum, and Teach-the-Teacher Bootcamps. Unfunded requirements estimated \$50K.



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# Broken Arrow Center for Workforce Excellence

Broken Arrow Center for Workforce Excellence is a collaborative effort focused on creating a navigable ecosystem for STEM education, training, and career pathways that meet industry needs with a focus on manufacturing and healthcare.

## Manufacturing and Healthcare Career Awareness

Manufacturing and Healthcare Career Days are day-long events designed to break common misconceptions about careers in manufacturing and healthcare and spark an interest in students to continue the pipeline of talent in Broken Arrow.

- Nearly 5,500 students served annually
- 200 volunteers from area businesses participate
- Freshman and Alternative Academies served in Broken Arrow and Union school districts

Summer Career Camp is planned for June 2023 with a goal of providing up to 20 area junior and senior high school students an opportunity to explore careers in manufacturing and healthcare.

## Industry Steering Committees

- Nearly 50 business and industry partners, education partners, tribal leaders, and state agencies participate to drive programming and work of CWE

**Additional funding would allow the CWE to address gaps and assist in efforts to grow awareness and programming to best serve industry needs**



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# Canadian Valley Center for Workforce Excellence

## **Prison Work Release Program – Union City Community Corrections Center**

- Serving companies in Grady and Canadian County
- 12 Inmates Currently Participating
- This could be tripled+ with additional transportation resources

## **Intentional Culture Development to Attract/Retain Employees**

- Contemplated at this stage. Strong potential to have far-reaching impact with employers struggling with hiring and retaining workers.

## **Positive Mental Health Development For Companies**

- Contemplated at this stage. Create a mobile, credentialed and experienced corporate mental health advisor to purposely help company employees to deal with stress, traumatic events, life pressures with proven techniques and methods.



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# Duncan Center for Workforce Excellence

## DHS Pathways to Future Careers

- In the past 6 years, 350 Junior and Senior student interns have partnered in 142 area businesses
- Additional teacher for soft-skill training needed for Freshmen and Sophomore students (\$75,000)
- Professional Development
- Student Transportation

## DPS/DAEDF Teacher Tours

- Over 125 DPS teacher have toured local businesses
- More professional days for industrial tours

## CO2 Car Engineering Contest

- Over the past 16 years, there have been 2,625 students design and build cars for competition
- Trying to demonstrate the need for students to become Engineers or Machinist



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# JBAMM Healthcare Center for Excellence

## Early promotion of healthcare opportunities

- 8<sup>th</sup> Grade Career Discovery Day is planned for fall 2023 for counties identified in CWE application. **We hope to serve 400 students and to make this a yearly event with additional funding.**
- Visit will be made to all 4<sup>th</sup> graders in the counties identified in the CWE application to discuss healthcare careers. **Approximately 600-700 students will be served, and this could be a yearly event with additional funding.**
- Gap- Need to provide career day for HS students in rural communities

## Teacher/Counselor Healthcare Externship Program

- 100 teachers/counselors will participate in a healthcare externship to increase knowledge of healthcare careers to be able to provide information to students in K-12
- Gap- Highly anticipated by school systems and could continue each year with additional funding



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# MidAmerica Center for Workforce Excellence

The MidAmerica Center of Excellence is focused on Technology, Training and Career Opportunities for the manufacturing sector. We apply a collaborative approach providing services. Over 600 job seekers, workers and HS students are served annually.

**Partners:** Action Group Staffing ~ Northeast Tech ~ Rogers State University ~ Cherokee Nation~ Northeast Workforce Board



Serving 3,000 students annually through in-school STEM labs and out-of-school programs designed to expose students to various technologies and their application in the real world. Facilitates awareness to local careers and employment opportunities,

**Partners:** 18 Area School Districts ~ Boys & Girls Club of Green Country ~ 5 area community libraries ~ Cherokee Nation

## High School STEM Internship

Collaborating with the Oklahoma Center of Science and Technology, MidAmerica is piloting a new STEM Internship program designed to connect with top talent and expose them to local career opportunities in STEM community after graduation.

**Partners:** OCAST ~ Cherokee Nation Career Services ~ Northeast Workforce Board  
8 MidAmerica Companies ~ Oklahoma Manufacturing Alliance ~ Northeast Tech ~ OSU



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# Muskogee County Center for Workforce Excellence

The Muskogee County Center for Workforce Excellence (CWE) in manufacturing focuses on deploying resources, leveraging existing programs and aligning curriculum with local and regional employment demand. The Muskogee County CWE brings together the Port Muskogee's office's grassroots workforce initiatives (including future pipeline and current workforce) and community and educational partners to formalize a comprehensive state-approved workforce plan.



## Talent Recruitment WORK READY MUSKOGEE: READY. SET. MOVE.

Port Muskogee's workforce effort together with The City of Muskogee Foundation is investing in talent for Muskogee area companies. If an organization has a hard to fill position within Muskogee County or creates a new position with the qualifying NAICS codes and pays more than \$110% of the Muskogee average county wage, the recruit could be eligible for a one-time \$10,000.00 stipend to purchase or build a home in the city limits of Muskogee.



**READY.  
SET.  
MOVE.**

### **\$10,000 TOWARD HOME OWNERSHIP FOR QUALIFIED EMPLOYEES**

Work Ready Muskogee, together with The City of Muskogee Foundation, is investing in talent for Muskogee area companies. If your organization has a hard to fill position within the qualifying NAICS codes and pays more than \$110% of the Muskogee average county wage, your recruit could be eligible for a one-time \$10,000 stipend to purchase or build a home in the city limits of Muskogee.



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# North Central Oklahoma Center for Workforce Excellence

## **Best Practice: Work-based Learning (WBL)**

- 208 WBL participants at Ponca City High School, Pioneer Technology Center, and Northern Oklahoma College (Tonkawa)

Gap: Coordination of WBL opportunities for HS students across the region in smaller communities

## **Best Practice: Sector Partnerships/Employer Needs**

- 55 respondents from employer needs survey across multiple industry sectors and over 400 businesses served by CWE partners

Gap: Local branding, marketing and communication outreach to share resources and mission; to include promoting various programs and events and highlighting successful workforce initiatives.

## **Best Practice: Building Workforce Resource Network**

- 30+ agencies, employers, educational entities and tribal leadership participating on advisory council

Gap: Strong workforce programs in different pockets of the NCO region. Establishment of a more unified and continual effort is being planned.

To address the immediate gaps noted above, \$22,800 would allow the CWE to improve digital marketing, implement a centralized web presence, standardize WBL opportunities, and provide a temporary WBL developer.

Additionally, the NCOCWE would benefit greatly from \$100,000 in sustained funding. This annual funding would allow the CWE to address future gaps and challenges, along with helping the CWE's efforts to grow and agilely adjust to changing industry and workforce needs.



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# Rogers County Center for Workforce Excellence

## Workforce Training

Rogers County CWE is offering over \$150,000 in workforce training scholarships to approximately 50-75 individuals seeking to enter the healthcare, manufacturing, and education fields. CWE will work to educate program participants on available career pathways, set up internships while technical training is in process, offer resume/interview skills training, and assist in placement of individuals into related career paths post-training completion.

## Port~Ability

- Entry level training held June 2022; all participants offered positions with companies located in the Port

## Workforce Recruitment and Retention

Rogers County CWE established two centrally located, user-friendly job boards where both the company and applicant can quickly and easily connect with over 120 employers.

## Hiring Events and Career Fairs

- 1 county-wide career fair and 5 company hiring events held over the last two-years
- 40 companies and over 300 job seekers in attended
- Over 106 candidates interviewed with and over 74 job offers/placements



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# Tulsa's Future Center for Workforce Excellence

## Manufacturing Council

- 6 annual convenings
- 225 regional manufacturers discuss workforce development, attraction and retention needs for their business

## Aerospace Council

- 4 annual convenings
- 110 regional aerospace companies discuss workforce development, attraction and retention needs for their business

**The reports, information, and recommendations received from the councils continue to provide direction and scope of work for our regional talent ecosystem**



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# Thank you!

**Presented by**

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